



Equity, Diversity, and Inclusion Policy

Introduction:

Our commitment to equity, diversity, and inclusion is an ongoing journey. By embracing diverse perspectives and experiences, we strive to create an inclusive and equitable environment that empowers every member of our community to thrive and excel.

At Alexandria university we are committed to fostering an inclusive and diverse community that values the unique contributions of all individuals. Our commitment to equity, diversity, and inclusion (EDI) is integral to our mission as an institution of higher education. We recognize that diversity enriches the academic environment, promotes creativity, and strengthens our capacity for innovation.

This policy outlines our guiding principles and actions to ensure an equitable and inclusive university for all members of our community.

Principles:

Respect and Dignity: We uphold the principles of respect, dignity, and fairness for all individuals, irrespective of their backgrounds, cultures, abilities, and identities. Discrimination, harassment, and any form of bias-based behavior will not be tolerated.

Access and Opportunity: We strive to create an accessible and inclusive environment that provides equal opportunities for success and advancement to all members of our university community, including students, faculty, staff, and visitors.

Awareness and Education: We are committed to promoting awareness and understanding of diversity issues within our community. We offer educational programs and initiatives that encourage open dialogue, challenge stereotypes, and promote cultural competence.

Representation and Leadership: We endeavor to promote diversity at all levels of our university, including in leadership positions, committees, and decision-making processes, to reflect the richness of our community.

Actions:

Inclusive Admissions and Hiring: We implement inclusive admissions and hiring practices that seek to attract and retain a diverse student body, faculty, and staff. We actively encourage applications from underrepresented groups and aim to remove barriers to their participation.

Support Services: We provide support services and resources to address the unique needs of students, faculty, and staff from diverse backgrounds, including individuals with disabilities, international students, and underrepresented minorities.

Campus Climate: We continuously assess and improve our campus climate to ensure that it is welcoming and respectful for all. Regular surveys and feedback mechanisms are employed to gauge the experiences and perspectives of our community members.

Bias Response: We have established a mechanism for reporting and addressing incidents of bias or discrimination on campus. These reports are treated confidentially, and appropriate actions are taken to address such incidents.

Diversity in Curriculum and Research: We promote diversity in the curriculum, course offerings, and research programs to foster cross-cultural understanding and inclusive learning experiences.

Affinity Groups and Diversity Events: We support the formation of affinity groups and organize events that celebrate diversity and raise awareness of its importance within our community.

Partnerships and Outreach: We actively engage with external organizations and communities to promote diversity and inclusion beyond our campus boundaries.

Review and Accountability:

This policy will be regularly reviewed and updated to reflect the evolving needs and aspirations of our community. The Office of Equity, Diversity, and Inclusion is responsible for overseeing the implementation of this policy and ensuring its adherence across the university.

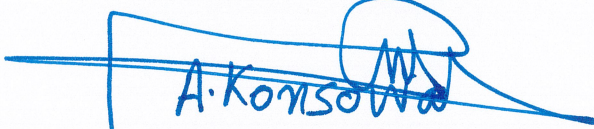
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Review and Updates:

This policy will be periodically reviewed and updated to align with evolving legal and regulatory requirements and best practices.

Approved by:

Professor Abdel Aziz Konsowa



University President

